

Alberta

LAWS & ANNOUNCEMENTS

Fall Protection

Jul 15: Alberta officially recognized the Ontario Working at Heights Training Program as meeting Alberta OHS requirements for fall protection training. Translation: Workers who move to the province after completing the Ontario program will be deemed competent to perform work involving vertical fall hazards in Alberta without having to repeat training, making it easier to hire them.

Action Point: Find out how to implement a legally sound [Fall Protection Compliance Game Plan](#) at your site.

First Aid

Jun 30: Alberta OHS warned employers to be on the lookout for fraudulent first aid certificates that are making the rounds. Employers are responsible for ensuring that workplace first aiders have the credentials required to perform their duties under provincial OHS laws.

Action Point: Find out how to implement an effective [First Aid Compliance Game Plan](#) at your workplace.

New Laws

Jul 29: Alberta and the federal government signed a new eight-year housing agreement that will provide municipalities more than \$510 million in Canada Housing Infrastructure Fund (CHIF) support for housing-enabling water and wastewater infrastructure projects across the province. Alberta will contribute a minimum of one-third of eligible project costs led by municipal governments, unlocking up to \$428 million of provincial funding for qualifying projects. Under the agreement, 20% of the funding will be allocated to projects in rural or Indigenous communities.

New Laws

Jul 3: Prairies Economic Development Canada (PrairiesCan) announced \$9 million of investments through the Regional Tariff Response Initiative (RTRI) to six projects across southern Alberta, including \$1 million each to Lethbridge Iron Works, Oyen Regional Rail Company, Southland Trailers, TCB Manufacturing, and Triple M Housing. Southland Trailers will also receive another \$4 million in repayable RTRI funds for a two-phase artificial intelligence (AI) project.

New Laws

Jul 14: Alberta and Québec signed a memorandum of understanding (MOU) to collaborate on the development of artificial intelligence (AI) to modernize government services and improve cybersecurity. While the two provinces have been working together on AI for years, the new MOU provides a framework for collaboration via establishing a joint steering committee made up of two representatives from each province charged with developing a shared work plan.

Action Point: Find out about [the 11 ways you can use](#) Artificial Intelligence to improve workplace safety and OHS compliance.

New Laws

Aug 1: From now through September 30, residents can [apply](#) for the one-time \$100 Alberta Energy Rebate providing relief on the cost of fuel, groceries, utilities, and other household needs. To be eligible, applicants must: be 18 or older, be an Alberta resident with a verified alberta.ca account, have filed a 2025 tax return, and have a household income of \$225,000 or less.

New Laws

Jul 2: Alberta began issuing residents redesigned, more secure driver's licences/ID cards that include a Canadian citizenship identifier and their personal health number (PHN). When visiting a registry agent to apply for or renew the card, residents must bring valid identification, proof of legal entitlement to be in Canada (such as a Canadian birth certificate, Canadian Passport, NEXUS card and Permanent Residency card), and an Alberta health card (to revalidate eligibility for Alberta's Health Care Insurance Plan).

Privacy

Jul 2: The Alberta Privacy Commission issued [guidance](#) to help private-sector employers manage the privacy law implications of the province's new driver's licence and ID cards. Because the cards will display the holder's PHN and citizenship information, collecting them from job applicants and employees may violate the province's *Personal Information Protection Act* (PIPA). The guidance explains what employers should do to avoid PIPA violations.

Action Point: Find out more about how [privacy laws affect workplace safety](#).

Workplace Violence

Jul 14: Alberta is investing an additional \$16 million to help agencies that support survivors of family violence. The Emergency Family Violence Services program will distribute the money through three streams: i. \$5 million in funding to help agencies operate; ii. \$6 million in one-time funding through the Regional Collaboration and Innovation Grant to strengthen coordination between providers and community organizations; and iii. \$4 million over three years through the Facility Grant Pilot Program to help address urgent facility upgrades and maintenance needs.

Action Point: Simply having a workplace violence prevention plan isn't enough. You also need to incorporate protections against workplace domestic and family violence into the plan. Find out how to implement an effective [Workplace Domestic Violence Prevention Plan](#) to protect your own workers.

Workers' Compensation

Jul 15: New Workers' Compensation Board Alberta (WCB) data show that workplace incidents resulting in brain injuries most often fall into three categories: contact with objects or equipment (47%), falls (33%), and assault or violence (10%). There are over 1,400 claims related to these incidents occur each year, on average.

Action Point: Use the OHSI [PPE Head Protection Compliance Game Plan](#) to protect your workers against brain injuries.

CASES

Powered Mobile Equipment: Company Not Guilty of OHS Violations in Forklift Driver Fatality

Jul 17: The prosecution charged an equipment rental firm with 10 OHS violations stemming from an incident in which a truck driver suffered fatal injuries after falling from the upper deck of a trailer after being struck by a machine shaft that rolled off the forks of a telehandler. The Calgary trial court ruled that the Crown didn't prove the company committed the violations and acquitted it of all charges [*Stephenson's Rental Services Inc.*, [Govt. Press Release](#), July 22, 2026].

Action Point: OHS requirements for Powered Mobile Equipment vary significantly by province. And that makes compliance challenging, especially for companies that operate in multiple jurisdictions. Get a handy [summary of the PME requirements in each part of Canada](#).

Material Handling: Mine Worker's Death Results in \$360,000 OHS Fine

Alberta dished out its biggest reported OHS penalty of the year, a fine of \$360,000 against a mining company for the death of a worker who was struck by an ice plug that dislodged from the pipe from which the victim was draining excess water. Under the plea bargain, the company pled guilty to one violation and the Crown dropped the remaining 11 charges. The money will go to the Alberta Mine Safety Association to conduct research, develop industry best practices, and a comprehensive training program for water removal operations [*Prairie Mines & Royalty ULC*, Government Press Release, July 15, 2026].

Excavations: Plumbing Firm Fined \$330,000 for Trench Collapse Fatality

A construction crew was replacing sewer and waterlines from a house when the excavation caved in. One of the workers was killed. The victim's employer was fined \$330,000 after pleading guilty to failing to ensure the worker was protected from the collapse of a wall of an excavation. All other charges were dropped under a plea bargain [*Mr. Mike's Plumbing Ltd.*, July 13, 2026].

Action Point: Find out how to implement a 10-step [Excavations Safety and Compliance Game Plan](#) at your workplace to prevent what happened to this company from happening to yours.

Return To Work: No Duty to Create New Job to Accommodate Employee's Permanent Disability

A radiology practice ended the employment of an ultrasound technician who had been on long term disability (LTD) leave for nearly four years based on a recent medical exam finding she was permanently disabled. The practice claimed frustration of contract; the technician claimed wrongful dismissal. The Alberta court sided with the practice. Frustration is justified when the employee can't perform the work due to a permanent disability. The permanent nature of the disability also relieved the practice of its duty to make reasonable accommodations under human rights laws. The duty to accommodate doesn't require an employer to create a new

employment position—in this case, turn a sonographer into an MRI technician—that isn't required for its business [*Lai-Terke v EFW Radiology*, 2026 ABCJ 114 (CanLII), July 22, 2026].

Action Point: Although the employer won, the takeaway is that failing to accommodate the needs of injured workers may lead to liability under not just workers' compensation but also human rights laws, specifically the duty to make reasonable accommodations for disabilities. Find out how to implement a legally sound [Return to Work Compliance Game Plan](#) for injured workers.

Discipline/Work Refusal/Retaliation: Firing of Truck Driver Who Expressed Safety Concerns Must Go to Trial

He was a model driver who had recently received a driver of the year award. But an incident occurred just before Christmas when he was assigned to drive a load. The forecast called for snow and the driver expressed concerns about whether the tires on his truck were safe enough. One thing led to another and by the time the dust had cleared, the driver no longer had a job. The driver claimed he was wrongfully dismissed after engaging in a lawful OHS work refusal; the trucking company claimed he resigned voluntarily. The driver moved for summary judgment, that is, a ruling without a trial. But the Alberta court said no, saying that it was a close case with evidence supporting both sides. Result: The case had to go to trial and couldn't be decided based solely on the pleadings [*Carleton v Kootenay Wood Transport Ltd*, 2026 ABKB 497 (CanLII), July 7, 2026].

Action Point: Find out how to [avoid reprisals liability](#) when disciplining workers who commit infractions unrelated to their work refusals or previous exercises of OHS rights.